

Health Sector Improvement Plan

Prepared and Presented By

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Recommendations

- 1. Existing Hospitals and Health Care Facilities to be Strengthened with Provision of: Adequate Staff, Working Equipment and Other Resources with Patients being the primary focus
- 2. Human Resource Forecasting, Planning and Development to be done in an organized manner for next 25 years i.e., till 2033.

- 3. Staff Rationalization – If shortage then may consider to hire staff from other countries

- 4. Merge certain cadres of Paramedical staff at district level

- 5. Promote healthy competition among districts to attract competent and qualified staff

- 6. Preventive Health/Management cadre to be established with precise specializations (Both at National and Provincial Level)

- 7. Complete banning of Quackery in a phase wise manner

- 8. Revision of Salary Structure – Staff Requirement Benchmarking-Salaries and tenures linked with Objectively Verifiable Indicators.

- 9. Only skilled Persons to be hired even on Porter/Ward Boy position. Special Training Program to be launched
- 10. Those showing extra ordinary level of commitment and service to be given National/Provincial recognition awards on merit.
- 11. Indicators of performance set for all senior positions.

- 12. Regional Sub Specialty Hospitals to be introduced in such districts where Nazims are more proactive and provide all out support. (Special Model)
- 13. Establishment of District Health Authorities with Objectively Verifiable Indicators for Chief Executives and other key staff – Only on contract basis – Market Oriented Salaries – Disqualification for such position if achievement of deliverables less than 50%.

- 14. Establishment of Endowment Funds for Autonomous Hospitals, District Health Care Systems, Special Health Initiatives, Preventive Programs, Educational and Research Institutions
- 15. Management Boards to be selected on merit and members removed if they show poor performance

- 16. Medical Tourism to be promoted with special Incentives
- 17. Establishment of Clinical Research Organizations to be encouraged.
- 18. Introduce Health Coverage System based on Social Health Insurance. There are mechanisms through which Funds will be made available to the Government without any financial burden.

- 19. Establish a Health Care Quality Assurance System

- 20. For Quality Consultation Services Three Consultation Sessions to be Introduced with newly appointed contractual staff in hospitals

- 21. Proper general Practice and Referral System to be developed. Pilot may be done in a particular geographical area

- 22. Centralized daily monitoring system at district and provincial level with Immediate relief on public complaints
- 23. Proper Clinical Waste Management and Infection Control System to be introduced through out the province
- 24. Preventive Health Care Programs to be launched with Private and International Agencies Collaborations

- 25. Health Education to be introduced as a subject in Schools and Colleges

- 26. Special Health Care Programs and Incentives For Pakistani's above 60 years

- 27. Low cost Pharmacies to be introduced

- 28. Transparent Equipment and other Supplies Purchase System to be introduced-displaying of rates-Independent organizations to be involved-Imported Items to be imported or to be purchased on C & F basis.

- 29. Public Private Partnership for Equipment Installation and Maintenance-Philanthropists to be involved
- 30. Revision of Medical Curriculum with introduction of Evidence Based Medicine
- 31. Medical and Surgical Skill development to be formalized
- 32. All Nursing Schools to be upgraded to BSc Nursing Colleges in 3-5 years.

- 33. Paramedical Colleges with Foreign degree programs to be established in collaboration with Foreign Universities
- 34. Psychological Test to be introduced for Admission to Medical Education Institutions- Applicants with Service Attitude to be Admitted
- 35. Genuine Research & Development System – Restructuring in certain cases

- 36. Certain medicines to be only manufactured as Generics and supplied as such in hospitals. Doctors in government hospitals to only prescribe generic medicines rather than brands. This will tremendously reduce the financial burden on patients and the health system.

THANK YOU

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